

European Social Dialogue for Private Security
Work program 2007/2008

A. Joint approach to new developments in the sector.

a) Organisation of the V Joint European Conference on Private Security.

In order to make the results of the Social Dialogue available and known to all levels within the industry (European level, national level, company level, academic world, etc.) UNI-Europa and CoESS have organised since 1996 four major joint conferences, which have allowed for a series of constructive and critical debates on important issues linked to private security sector. The impact of these conferences has been very high and they have served as important moments in and of the development of the European Social Dialogue in our industry.

UNI-Europa and CoESS will organise the V Joint European Conference on Private Security in 2008 in a convenient place (within EU 27) to be jointly decided. The Conference will focus on the most important developments that influence the industry since the last Conference held in Madrid in October 2004. The specific themes of the Conference will be jointly decided.

b) Update of the study of the sector.

In the framework of the V Joint European Conference on Private Security, the survey covering the main developments of the Panorama of the private security industry that covers important legal, economic and social information of the industry, will be updated.

c) Regulatory issues.

On the basis of their past joint declarations and on the basis of positions respectively adopted by CoESS and UNI-Europa at their respective levels, both organisations will envisage the possibility of adopting joint positions on the main regulatory issues of the industry. In particular, the committee will follow the eventual process of harmonisation of the industry as a result of the final text of the Directive on Services. UNI-Europa and CoESS will also analyse the implications of the activities undertaken by the different European Commission departments (transport, internal market, justice and home affairs, etc) and remaining EU institutions that, as a consequence of the events of the 11th September, 2006, are turning their attention to our sector. CoESS and UNI-Europa feel that increasing coordination between all these initiatives would be beneficial for the enhancement of better security measures as well as for our industry. They will therefore try to develop a common vision leading to a joint appeal to the European Commission for a more efficient, unified and harmonised policy towards our sector.

B. Transfer of funds (cash-in-transit).

A specific subgroup within the sectoral dialogue committee has been established in 2006. The main common issues identified have been:

- The analysis of the new technologies and their impact on employment and working conditions,
- Attacks and health and safety, and
- Cash substitution and SEPA.

This subgroup will also analyse and discuss the information obtained in the study undertaken in the 27 Member states in order to reach a consensus and fix a frame of common positions.

C. Setting a framework on modernisation of work organisation.

Following the joint declaration signed by UNI-Europa and CoESS in 2000, a survey was conducted on the modernisation of the work organisation in the sector of private security in a number of EU countries (SPOT I – project). UNI-Europa and CoESS intend to undertake an updated analysis of the legal and conventional conditions on organisation of work in the 27 EU Member States, with the purpose of identifying good practices that could be implemented at national level. On the basis of the results of this survey, UNI-Europa and CoESS will create a working group to define a framework for actions to be taken at European level for the modernisation of work organisation in the sector of private security. This framework will be discussed and endorsed by the sectoral social dialogue committee and follow-up actions will be decided upon on the different issues eventually identified (working hours, mobility, flexibility, etc).

D. Health and safety issues.

To anticipate occupational health and safety hazards is a matter of permanent concern to the unions and the companies in the sector of private security, as well at national as at European level. Specific issues identified in the a manual realised by ULB for CoESS and UNI-Europa, in particular stress which is covered by the framework agreement signed in October 2004, will be discussed and further followed up within the Sectoral Dialogue Committee, if necessary and jointly agreed, through a specific working group. The committee shall also analyse the interprofessional agreement on violence at work.

E. Training issues.

The committee will disseminate the results of the specific training handbooks for airport security, mobile patrolling and alarm response published in 2006. Additional areas of common interest will be eventually identified.

F. Gender equality.

CoESS and UNI-Europa stress that the respect for equal opportunities and diversity in the European private security are amongst the objectives of the work in their social dialogue committee. The goal of the social partners is therefore to contribute to the achievement of equality of opportunity between men and women. As a first step, CoESS and UNI-Europa will examine the possibility to draft a joint statement on this issue.

G. Focusing on the new priorities for our sector.

UNI-Europa and CoESS will endeavour to reach common views on specific issues included in the Social Agenda of the European Commission and recent relevant communications. In particular, the issues of flexicurity and conciliation of professional, private and family life will be jointly examined and, if necessary, followed up in a more concrete way.

H. Implementation of the social dialogue results

CoESS and UNI-Europa stress the importance of the implementation of their social dialogue results both at national level, through the national social dialogue between CoESS and UNI-Europa's member federations and at company-level. CoESS and UNI-Europa therefore undertake to evaluate on a regular basis the impact of their work at those levels. They will seek to identify a classification of joint adopted texts on the basis of the most relevant terminology in order to clarify their scope and the follow-up. UNI-Europa and CoESS will also explore additional means to ensure the adequate follow-up of their actions, in particular a) by developing where possible, necessary and jointly agreed, possible actions with other sectors, without affecting the autonomy of their respective activities and b) by improving the awareness of the European Working Councils of the social dialogue results with full respect to their areas of competence.

I. Activities at national level: enlargement issues.

On the basis of the experience acquired in the TAIEX conferences held in Riga and Belgrade in 2006, the possibility to organise additional events in order to promote the importance of the social dialogue at national level will be examined on the basis of this and other available EU budgetary lines.

During 2007, the final round tables of the Best Value project at national level will also take place in the Czech Republic, Poland and Germany.

UNI-Europa and CoESS will try to cover all these issues. Intensity of action undertaken will depend on the concrete financial means awarded by the European Commission in order to finance the projects to be developed and the meetings to be held.